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24 July 1986OCA FILE SSCI  
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## MEMORANDUM FOR THE RECORD

SUBJECT: Meeting with the SSCI Personnel Review Team

25X1 1. On 24 July John Despres and Natalie Bocock, SSCI  
staffers met with [ ] Deputy Director of Personnel for  
25X1 Policy, Analysis and Evaluation to discuss their review of  
Agency personnel procedures and Agency personnel goals for  
the future. [ ] on [ ] staff  
also attended along with the undersigned.

2. Despres indicated that next week the SSCI staff  
would determine the areas of information they would need in  
order to write their report. As one example he said that  
they will want some basic personnel statistics but he did  
not specify anything further. Both he and Cohen agreed that  
the SSCI personnel review will be a collaborative and  
creative effort.

25X1 3. [ ] began by noting that the Agency needs to have  
the flexibility to bring in people at all levels and also it  
needs to have people who are committed to working in  
intelligence for their entire career. He said the Agency  
human resources group has been looking at the future  
personnel needs of the Agency and at our strengths and  
weaknesses.

4. The group then had a wide-ranging and free flowing  
discussion on personnel planning and management goals and  
policies for the future focusing generally, but not  
exclusively, on the DDI. The value of cross directorate  
task forces such as the Counter Terrorism Task Force was  
identified as an effective means of maximizing intelligence  
skills and promoting flexibility in assignments. The group  
recognized the need for greater cross fertilization in  
managers and noted the increased trend in the Agency to  
change career services as healthy. It was also noted that  
in the future CIA will need to encourage its people to have  
an "entrepreneurial" spirit so that they can anticipate  
rather than react to events.

25X1 5. [ ] concluded by saying that the intelligence  
community is different from the rest of the government and  
that CIA is unique in the community and that it is essential  
to preserve this special quality.

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There is still something very special about working for the CIA. He noted that the SSCI approach to consider Agency personnel in four separate categories presents a problem because we see the need to get away from a narrow career pattern for the Agency employee of the future. Despres agreed that was a valid point and said that it could be clarified in the introduction or findings of the report.

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